

APPENDIX 18.

NORMATIVE STANDARDIZED SCORES OF THE SCHOOLS
ON ORGANIZATIONAL CLIMATE.

School No.	DIS- EN- GAGE- MENT	HINDRANCE	ESPIRIT	INTIMACY	ALOOFNESS	PRODUCT EMPHASIS	THRUSE	CONSIDERA- TION
01	62.43	55.87	43.69	67.35	56.84	46.27	45.52	49.87
02	44.10	50.06	66.72	55.76	38.64	47.14	46.92	43.46
03	60.00	50.32	55.55	54.35	44.58	49.67	54.55	47.89
04	39.71	47.29	88.10	58.70	48.95	67.56	68.57	74.51
05	39.60	44.71	47.89	41.92	34.38	21.80	53.28	53.54
06	54.86	58.97	53.78	46.21	63.26	48.44	40.08	41.89
07	59.19	74.70	34.64	50.90	53.58	45.84	33.97	40.91
08	44.74	51.03	46.50	46.21	38.01	54.60	58.08	53.23
09	38.50	44.58	39.47	60.34	41.95	69.37	65.52	47.63
10	61.85	58.00	55.39	58.59	39.16	56.95	62.02	56.90
11	52.25	53.03	47.63	47.06	45.37	45.00	52.70	51.48
12	23.99	67.16	40.47	39.60	56.31	40.05	39.67	38.80
13	52.89	30.59	38.14	34.86	51.38	53.00	57.03	58.87
14	44.45	41.16	74.32	69.55	54.21	51.27	48.76	43.59
15	44.97	49.87	40.43	29.82	58.36	48.70	43.39	44.76
16	56.99	45.68	48.19	49.49	45.00	51.70	27.61	46.51
17	47.11	34.91	55.55	61.24	59.10	58.51	55.95	78.67
18	49.08	42.45	53.22	46.67	42.11	53.98	57.03	40.91
19	68.15	57.29	42.97	60.51	74.20	47.21	47.11	49.33
20	59.94	40.13	42.16	43.73	65.46	58.69	59.06	48.52
21	42.66	63.22	43.49	43.67	38.11	47.65	46.79	38.93
22	52.54	52.77	54.67	51.47	50.53	39.68	36.04	49.87